

Subject: HR/worker's comp update

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Date: 03/31/2017 01:55 PM

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All:

Just got off the phone with our worker's comp carrier agent, Eva. She was able to get Laronnia to switch doctors, so now she's seeing someone within their plan, however she's now taking a psychiatric trauma approach to the disability leave (up until this point it's been purely physical). Worst case scenario is they ride disability for the full two years. If however, Eva is able to prove permanent/irreconcilable disability (for example, the store frontage of the incident triggers anxiety) then she can start looking into a settlement. She will give Laronnia a few months of treatment before exploring the status of permanent/irreconcilable disability – end of summer. If there's no push back from Laronnia's legal team, the soonest opportunity for a settlement is late October/early November.

In the meantime, I'm putting together a job description for a temporary position with the intent of permanency. We're taking this opportunity to reorganize the roles and responsibilities of Katie and Wallis. When Katie was hired as Operations Manager, it was with the understanding that she'd move toward a more strategic role, one that allows her to tap into her experience in the property management role. Her rocky start coupled with Jess's leave impeded that transition. Now is the time to revisit. Happy to share more about this if you'd like.

Never a dull moment over here! 😊 Hope you all have a great weekend.

Talk soon

Ellen

Ellen Riotto

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